

GOVERNORS STATE UNIVERSITY  
College of Business and Public Administration



Course: MGMT 401 Organizational Behavior

Session: Spring 1996, Block III

Instructor: Constance Cook

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Office Hours: Monday/Wednesday 6:00 - 7:30 p.m.  
Tuesday/Thursday 12:00 - 1:00 p.m.

Credit Hours: 3 credit hours

Catalog Description: Analyzes the behavior of people in organizations. Discusses organizational motivation, leadership, group behavior, communication, and decision making. This is an extension of the behavioral portion of MGMT 301, Principles of Management.

Prerequisites: MGMT 301, Principles of Management

Text: Nelson, Debra L. Quick, James Campbell (1994).  
Organizational behavior, West.

Office: C3317

Instructional Modality: Lecture/Discussion/Case Studies

Rationale:

1. Master ideas, theories and concepts of organizational behavior and be able to discuss behavioral issues in organizations; what do
2. Enhance ability to learn from experience, to test what is learned against new experience and to extract new learning in a continuing fashion;
3. Develop skills in observing and understanding living and working experiences;
4. Enhance ability to behave effectively in organizational situations.

General Education Issues:

The course will exercise students writing skills through various case exercises and will develop critical thinking skills through the process of identifying and evaluating behavioral situations.

Grades:

Attendance and participation 15%

|                      |            |
|----------------------|------------|
| Mid-term examination | 30%        |
| Final examination    | 45%        |
| Paper                | <u>10%</u> |
|                      | 100%       |

Class participation includes but is not limited to attendance, assigned team presentations, participation in class discussions, and all papers assigned.

Term papers should be double-spaced, typed, and include a title page with your name(s), table of contents, headings, subheadings, footnotes or endnotes, and bibliography. All footnotes/endnotes/bibliography will include the following: author, title of article/book, journal/publisher, date, and page number(s). Papers are compulsory.

No make-up exams will be given. If a mid-term is missed for a reason acceptable to the instructor, the final exam will be increased to include the value of the missing exam. Permission to miss an exam will rarely be given and then only for the most unusual cases.

#### STATEMENT FOR PERSONS WITH DISABILITIES:

It is the intention of the institution to support full participation of all students, regardless of physical ability level. Therefore, if any student needs consideration of his/her physical abilities in order to complete the course, please notify the instructor as soon as possible.

#### ASSIGNMENTS;

- 5 - 14 Introduction; Chapter One - Organization behavior  
Experiential Exercise 1
- 5 - 16 Chapter Two: Organizations 2001 and Managerial  
Challenges; Case: Culture Shock; Experiential Exercise  
2.1
- 5 - 21 Chapter Three: Personality, Perception, and Attribution;  
Chapter Four - Attitudes, Values, and Ethics; Cases:  
Personality and Performance; Corporate Fraud and  
Employee Whistle Blowing; Experiential Exercises 3.1  
and 4.2
- 5 - 23 Chapter Five: Motivation in Organizations; Case:  
Motivation and Work Experience; Ethics Questions, p. 164
- 5 - 28 Chapter Six: Learning and Performance Management; Chapter  
Seven: Stress and Well-Being at Work; Case: Stress and  
Strain
- 5 - 30 Test Prep; Chapter Eight: Communication; Case: New Job at  
Bank of Texas
- 6 - 4 Chapter Nine: Work Groups and Teams; Case: Team Building  
and Partnering
- 6 - 6 Mid-Term Examination
- 6 - 11 Chapter Ten: Decision Making By Individuals and Groups;  
Experiential Exercise 10.1.
- 6 - 13 Chapter Eleven - Power and Political Behavior; Chapter  
Twelve: Leadership and Followership; Case: Union Leader-  
ship at Miles River Brewery
- 6 - 18 Chapter Thirteen: Conflict at Work; Chapter Fourteen:  
Jobs and the Design of Work; Case 14: How Many Ways Can

- You Deliver Pizza?
- 6 - 20 Chapter Fifteen: Organizational Design and Structure;  
Chapter Sixteen: Organizational Culture; Case: A  
Doughnuts and Coffee Culture
  - 6 - 25 Test Prep; Chapter Seventeen: Career Management; Case:  
Job Progression and Career Decisions
  - 6 - 27 Chapter Eighteen: Managing Change; Case: Down Home  
Biscuit and Grill
  - 7 - 2 Final Examination